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6381 907 438



6381 907 438



ijmrset@gmail.com



www.ijmrset.com



# Rural Transformation through Employment and Skill Development in Rajasthan

Dr. Amita Chawadha

Assistant Professor, Department of Sociology, JNVU, Jodhpur, India

**ABSTRACT:** NRETP will build on existing work done in intensive blocks in NRLM/NRLP and help convert the initial investments made in these blocks to be “transformed” into economic clusters. Thus the project clearly will not be starting from ground zero for both the entrepreneurship as well as the value chain agenda. The project will be supporting existing households which have started the micro-entrepreneurship pathway to graduate to become part of the economic cluster into higher size and market segment

**Goal:** The National Rural Economic Transformation Project will bring out economic transformation by

- Undertaking interventions in farm and non-farm inclusive value chains and enterprise development
- Promoting credit linkage, customized financial products and delivery of financial services and by
- Providing technical support to select economic clusters under Mission Antyodaya for livelihoods diversification and promotion.

NRTEP is proposed to implement in 36 blocks in 9 districts of Rajasthan, where significant progress particularly in the areas of social mobilization; institution building and mobilization of community saving, where project targets under Institution Building have been achieved. Now, the effective years of implementation is 3.5 years.

**KEYWORDS:** NRTEP, Rural, transformation, employment, skill, development

## I. INTRODUCTION

### Objectives

National Rural Economic Transformation Project (NRETP) has been established to undertake the following objectives[1,2,3]

The objective of the project is to

- Strengthen federations of SHGs
- Promote and strengthen community based market institutions and producer organizations and producer companies
- Income enhancement and livelihoods diversification for rural households
- Rural employment, skill development and enterprise promotion
- Enhance access to markets for rural producers in select farm and non-farm sectors
- Enable access to productive benefits available through the Mission Antyodaya

### Component 1: Technical Support to MoRD for DAY-NRLM and Mission Antyodaya

This component includes:

- Technical support for strengthening the federations of SHGs including their sub-committees, financial management and all kinds of legal compliances.
- Technical support on identifying and targeting economic clusters for livelihoods promotion
- Developing cluster-wise livelihoods strategies in identified economic clusters
- Promoting access to Health, Nutrition and Sanitation Services through Successful linkages with “National Health Mission”; “Nutrition Mission” and “Swach Bharat Mission”
- Collaboration with PRIs and government field functionaries to promote convergent planning and action.

### Component 2: Technical Assistance to Lagging and Low-Income States

Under this component, the NRLM will provide technical assistance to 13 low income states that are currently implementing NRLP. The technical assistance will include

- Support to State Rural Livelihoods Mission that are undertaking the value chain initiatives, enterprise development and skills development initiatives to be scaled up under the project



- Support towards SRLMs towards the strengthening of the existing community institutions so that they are able to facilitate the transition of the target households to higher incomes and also enable success convergence with Mission Antyodaya.

### **Component 3: Promoting credit linkage, customized financial products and delivery of financial services**

The objective of this component is to support key interventions to spearhead the Financial Inclusion component of DAY-NRLM with focus on

- Alternate approaches for financial inclusion
- Alternate channels for delivery of financial services to the rural poor
- Testing innovative/ new products & services and support systems
- Technology innovations for last mile connect

### **Component 4: Value Chain Development in the Farm and Non-Farm Sectors**

The objective of this component is to mobilize small and marginal producers to generate agriculture surplus and to access efficient markets. This component includes the following three sub-components:

#### **In the farm sector, this sub-component will focus on:**

- Market linked productivity enhancement supports e.g. farmer field schools, front line demonstrations, cadre of community extension workers and paraprofessionals
- Emphasis on high-value commodities such as vegetables, milk, poultry, horticulture, fisheries, turmeric, cashew, and coffee
- Provide extension services, financial services, technology and market access opportunities
- Deliver knowledge and agro advisory and market information services

#### **In the off-farm and non-farm sectors, this sub-component will focus on:**

- Mobilize producer groups and producer companies across agriculture, livestock and the non-farm sub-sectors[4,5,6]
- The above farmer producer organizations will be linked to private sector agribusiness companies and enterprises for better market access and to develop quality sensitivity and agro-processing related forward linkage support
- Investments will also be made in missing economic and productive infrastructure for grading, sorting, storage and warehousing for small scale local value addition and processing will be also supported under this component

### **Component 5: Rural Enterprise, Skill Development and Employment**

This component will focus on enterprise development and enterprise financing, skill development and jobs. Objective is also to provide technical and business development services, technology upgrading branding and market development, including strategic tie-ups with marketing agencies for promoting Rural Enterprises:

- Promoting clusters of home based enterprises to encourage local processing and value addition of agriculture and rural produce
- Enterprise around Government Convergent Initiatives around SBM; Rural Transport; PMAY etc.

### **Component 6: Project Management and Monitoring & Evaluation**

This component would facilitate overall co-ordination, implementation, and financial management, monitoring and learning of the project at the National, level. The total budget of Rs. 6645.33 Lakhs submitted by the RGAVP has been approved for the year 2019-20. Under this the tentative annual action plan for NRETP has also been approved of Rs. 4872 Lakh for the year 2019-20 with central share of Rs. 2923.20 Lakh.

## **II. DISCUSSION**

The Ministry of Rural Development (MORD) has launched NRETP with an aim to promote cluster development in the farm and nonfarm sector. The key focus of the project is to transform the economic participation of institutional groups by enabling them to engage in farm and non-farm activities with a strong footing. Hence, NRETP will enable existing enterprise agglomerations with specific technical, capacity building, marketing, governance and infrastructure support to transition them into remunerative clusters.

The cluster development component under NRETP supports various types of clusters including those for promoting artisan cluster. In this regard, EDII, as a Technical Support Agency (TSA) to SRLMs, is engaged in providing technical





assistance to the artisan clusters. This includes conducting scoping studies, DSR preparation and implementation of approved clusters. EDII has been engaged with various SRLMs to function as TSA, particularly for artisan clusters. Main highlights:

- EDII as TSA is engaged for preparation of Scoping Studies and Diagnostic Study Report (DSR) of different clusters with six State Rural Livelihood Mission (SRLMs) viz. Gujarat, Madhya Pradesh, Maharashtra, Rajasthan, West Bengal and Karnataka.[7,8,9]
- The programmatic achievements so far includes conducting scoping study of 11 clusters in three states namely, Gujarat, Madhya Pradesh & West Bengal
- Presently, EDII is closely working with three SRLMs namely Gujarat, Maharashtra and Madhya Pradesh and has commenced its first trench of activities for launching the programme in three clusters under implementation

### Details of Scoping Studies Conducted

Sr. No.	Name of State	Name of the clusters
1	Gujarat	<ol style="list-style-type: none"> <li>1. Pottery Cluster, Dahod</li> <li>2. Bamboo Craft Cluster, Narmada</li> <li>3. Tourism Cluster, Narmada</li> <li>4. Leather Cluster, Kutch</li> <li>5. Handloom cluster, Surendernagar</li> <li>6. Potato processing Cluster, Banaskantha</li> </ol>
2	Madhya Pradesh	<ol style="list-style-type: none"> <li>1. Badarwas Jacket Cluster</li> </ol>
3	West Bengal	<ol style="list-style-type: none"> <li>1. Zari Work &amp; Embroidery, Howrah</li> <li>2. Kantha Stitch Work, Purb Bhardaman</li> <li>3. Handloom Cluster, Nadia</li> <li>4. Patachitra Cluster, Paschim Medinipur</li> </ol>

### Details of Diagnostic Study (DSR) Prepared

Sr. No.	State	District	Name of Cluster
1	Gujarat	Dohad	Pottery Cluster
2	Madhya Pradesh	Badarwash	Jacket Cluster
3	Maharashtra	Kolhapur	Kohlapuri Chappal Cluster
4	Karnataka	Ramnagra	Chhanpatna Wooden Toys Cluster
5	West Bengal	North 24 Pargana	Hand Embroidery Craft Cluster
6	Rajasthan	Dausa	Leather Cluster

‘Skill’ the word originated from Norse language (language of Norwegian) as ‘Skil’; which was later modified as Scele in old English, which means knowledge as per etymology. At present the word ‘Skill’ may define as ‘the ability/expertise/capacity acquired by following systematic procedures’. Though this word beholds diverse meaning in various contexts. This is just like a painter’s art piece by limited 7 colors only. Skill is combination of perfect color & technique of brushing. Likewise, a fine recipe by a chef from limited ingredients, where the skill is the proportion of the ingredients & procedure of cooking. That indicated that ‘the only key to all of these masterpieces is skill’. Similarly, we have limited resources of livelihood and we are expected to skill ourselves the way where we can extract best out of the available sources. In India, economy transformation from agro based to manufacturing & service based opening new doors of skill based employment. As per World Bank; for the next 2 decades India’s labor force will possess 12 million youth (age between 15-29 years). In different key sectors of the economy, 109 million or more than that skilled worker



will be required by 2022. However, the percentage of workforce underwent formal skill training is only 2.3% in India<sup>1</sup>. There is a demand of the Vocational training initiative is indicated by this data. Though new industries are replacing agriculture based economy but still the ratio of wage & employment generated by agriculture is higher than the other sectors. As per International Labor Organization, report on, Indian Wage Report – Wage Policies for decent work and inclusive growth, data comparison was done for Agriculture, Service & Other Industries from 1991 to 2014. And, this was found that Agriculture sector was dropped from 63% to 47%, whereas service sector showed growth from 22% to 29% & other industries 15% to 22%.<sup>2</sup> This is so clear that; skill development policies oriented towards new wage development [10,11,12] is indispensable to be implemented effectively now. This will help system for upgrading man power to acquaint with the new sectors which are offering employment. During the desk research major factors affecting the youth, job market and skilling programs have been considered and assessed. Few of the factors considered in the study are as follows – I. Labour Force Participation Rate: The number of persons in the labour force per 1000 persons II. Worker Population Ratio: The number of persons employed per 1000 persons. III. Unemployment Rate: The number of persons unemployed per 1000

IV. The national Policy for skill development and entrepreneurship 2015. V. Estimation of skilled youth altogether under all schemes, departments and institutions and requirement in job market VI. Skill Gap Analysis I. Labour Force Participation Rate: In Rajasthan Female Labour Force Participation Rate is 21.5% and ranked 18th. Whereas, in India LFPR is 50.3% (as per UPS approach) and Chhattisgarh has the highest female LFPR of 54.3% followed by Mizoram (54%), Nagaland (53.6%), Meghalaya (46.7%) and Andhra Pradesh (46.6%)<sup>3</sup>. II. Worker Population Ratio (WPR): Female ratio under adolescent worker population is more in Rajasthan (74) as compare to India (54). Rajasthan is also ahead from India in age group of 18-29 years workers population ratio (excluding transgender). Same is with the population of 30 years & above. The only difference is, in this age group transgender are found active in Rajasthan unexpectedly. Geographically, WPR is found higher in rural areas. In urban area WPR for woman is very less. While considering the combined data (rural+urban) WPR for women is less. Though Rajasthan is ahead from WPR of India. Fewer ratio for adolescent segment specially female, indicates an effective child development policy implementation. For female WPR is less in both the age group i.e. 18-29 years & 30 years and above. In age group 30 years and above, transgender shows substantial presence. Again surprisingly WPR for woman is lower in urban areas than rural areas. In urban area transgender are more active and are ahead in Rajasthan as compare to India if Urban & Rural ratios are combined together.

### III. RESULTS

Rajasthan has lower unemployment rate than India in various age group. In urban areas UR is showing significant presence. Rajasthan is ranked 24th for Unemployment rate with 7.1 unemployment rate<sup>4</sup>. Under age group of 15-17 UR for female & transgender is nil. Rajasthan shows a considerable lower data in UR as compare to India. Also the UR is very less in Rajasthan for age group 18-29 years & 30 years and above. In urban area UR for male is found higher than female. Combined data for rural & urban shows that UR of Rajasthan is not only less than India but also under the lower side only. This may be an indication of effective implementation of employment generation schemes & policy. The national policy: As per report of national policy for skill development and entrepreneurship 2015, 487 million workforce is there in the country. The report says 94.6% workforce of non-farmer workers & 128.25 million farmer workforce needs reskilling, up-skilling & necessary trainings for better output & productivity.

Total 5 districts have been covered in Rajasthan. In Rajasthan, 5 districts have been covered. These districts are mentioned in the map which is as follows – 1. Ajmer 2. Bharatpur 3. Jaipur 4. Jodhpur 5. Hanumangarh

In 23rd February 2009, cabinet approved National Policy on Skill Development formulated by Ministry of Labor & Employment. [13,14,15] The objective is to create a workforce empowered with improved skills, knowledge and internationally recognized qualifications to gain access to decent employment and ensure India's competitiveness in the dynamic Global Labour market. It aims at increase in productivity of workforce both in the organized and the unorganized sectors, seeking increased participation of youth, women, disabled and other disadvantaged sections and to synergize efforts of various sectors and reform the present system<sup>7</sup>. The skill India Mission: Department of Skill Development and Entrepreneurship, first created in July 2014 was rechristened as The Ministry of Skill Development and Entrepreneurship in November 2014. The Ministry, launched the National Skill Development Mission. Ministry for Skill Development & Entrepreneurship (MSDE) is formed<sup>8</sup>. The National Skill Development Mission: The ministry has launched this mission on 15th July 2015. A Three tier institutional mechanism are made for effective implementation i.e. Governing Council for Policy Guidance at apex level, Steering committee & Mission Directorate with an executive committee. Than the mission directorate will be supported by National Skill Development



Committee (NSDA), National Skill Development Corporation (NSDC) & Directorate General of Training. Seven submissions have also made which are as follows – i. Institutional Training, ii. Infrastructure, iii. Convergence, iv. Trainers, v. Overseas Employment vi. Sustainable Livelihood, vii. Leveraging public infrastructure<sup>9</sup>. Presently 6 schemes are running by Ministry of Skill Development and Entrepreneurship i.e. Pradhan Mantri Koushal Vikas Yojna, SANKALP, UDAAN, STAR, Polytechnic schemes and vocationalization of education<sup>10</sup>

The initialization of skill development policies are prior to the newly launched skill india mission campaign. Since 2004, Rajasthan is working towards skill development. Presently GoR claims in success story of Department of Skill Education and Entrepreneurship to skill more than 6 Lakh youth under various programs in last 3 years. Rajasthan is 7th by size of youth population which is 5.92% of the total population of India (data base census 2011)<sup>12</sup>. There are studies being conducted by various agencies analyzing impact of the programs run. They all have different verdicts different perspective. Some concludes positive whereas some has critical views on the related issues. A separate Skilling Department i.e. Department of Skill Employment and Entrepreneurship (DSEE) has been constituted in Rajasthan vide order dated 04/08/2015. With an independent administrative status the department has Commissioner Skill, Employment and Entrepreneurship as HoD and Principle Secretary, labor department as the Administrative Secretary. This has been done for an effective integration of ITIs, Employment Exchanges, RSLDC and Apprenticeship. The same Principle Secretary heads the Technical Education Department and Skills, Labour and Employment Departments for in-lining the schemes as per National Skill Policy.<sup>[16,17]</sup>

Rajasthan Skill and Livelihoods Development Corporation (RSLDC): The department of planning, GoR declared RSLDC as responsible institute for convergence and implementation of skill training programs in 2014 as per cabinet direction order. RSLDC coordinate with all concerned departments for implementation of Centrally and State Sponsored Schemes related to Skill Development. This was done to ensure an effective implementation through youth mobilization in one platform, integration of NSQF, optimum utilization of human resource, monitoring of procedures, courses, MIS, funding pattern, supervision, homogenous assessment and certification, centralized data base, utilization of central govt. fund etc. There are 10 departments implementing skill development programs in collaboration with RSLDC. The funds of skill trainings of these departments have been transferred to RSLDC. These are as follows – 1. Rajasthan Scheduled Caste & Scheduled Tribe Finance and Development Cooperative Corporation Ltd. (SCDC) 2. Department of Local Self Government (NULM) 3. Rajasthan Gramin Aajeevika Vikas Parishad, Department of Rural development (RRLP) 4. Department of Tribal Area Development 5. Department of Labour 6. Department of Minority 7. Department of Forest 8. Department of Rural Development for Border Area Development Programme 9. Department of Women Empowerment 10. Rajasthan Sanskrit Academy

#### IV. CONCLUSION

Processes involved in the mechanism of Rajasthan Skill and Livelihoods Development Corporation (RSLDC): RSLDC implements the program through convergence and Training Partners (TP). For selection of the TP, Expression of Interest is called and the most competent agency is selected. These TPs are bound to place minimum 70% of the trainees. After fulfillment of this clause only the last 30% amount of payment is released to TP. The other way to approach the youth directly is Information, Education and Communication (IEC) method. IEC material helps youth to understand the process, courses, placements etc. RSLDC also manages Overseas placement bureau and Rajasthan Pravasi Shramik Kalyan Prakoshth (established by GoR) which facilitates the overseas placement opportunity. This unit works towards student counseling, registration, market mapping, media campaign for safe and legal migration, conducts pre departure training for better and smooth functions. Levels of Operations of RSLDC Planning: National Skill Qualification Framework (NSQF) defines the courses and job roles which is followed by RSLDC. NSQF is a competency based frame work which grades the skill, aptitude and knowledge level

Implementation: Training partners implements the program. RSTP is giving special attention to Jail inmates and Madarsa students. There is no such program being oriented to the orphans, child abuse and trafficking victims, forced domestic labors but there is a possibility of the same if the concerned departments have come up with any proposal. RSLDC has also tied up with more than 25 MNCs like Bosch, Honda, Pidilite, Toyota etc. for better results in placements. Post Training Mechanism: After completion of placement training partner has to provide 3 month's salary slip or bank transaction details to RSLDC for ensured retention. Efficiency Gap: The trainees live in the mindset of getting highly paid jobs after the training. But, it takes time to get them over there. This disappoints the trainee and they either leave the job or sometimes even not take the placement. Environmental change is needed for youth's perception on handling the work pressure and facing the realities.



RSLDC announces Expression of Interest and give tender to NGOs on compatibility basis. They are called Training Partners. NGOs are playing a very important part on short term courses being funded by RSLDC or some MNCs. They are the direct implementing agency for these courses. They work towards this devotedly. And the results are substantially remarkable. Because of strict monitoring and placement norms they have to work very hard for program implementation. Earlier DDU-GKY project was next to impossible to implement as formulated by Government. But after sometime there were amendments made into that. Still there is a norm of releasing the last installment only if the three month's salary statement is provided to the funding agency. Problems with the project formulation: Some of the NGOs claimed that the project has been formulated by international agencies which were not much into the India culture, this led them to be inconsiderate for the unforeseen and expected problems to be occurred. Like the program is designed to benefit the under privileged section of India Society belongs to various Tribes, Casts and Gender. But in India a single program can [17,18] never suffice the need of each of the target segment. One has to customize the program and be considerate for the deviations. The international agency has made 1 program for every corner of this country. This stated to be a big lacking in formulation. The monitoring agency for DDU-GKY project is Grant Thornton. Third party monitoring agency acts as a connection link between RSLDC and NGOs. Third part monitoring enhances the transparency of implementation of the program. Problems with the no deviation with strict norms: There are many practical problems emerged while implementing the problem, like as per the norms specific percentage of SC/ST/OBC etc shall be placed. In the time of bidding NGO considers the primary census data but sometimes these projections found not very accurate. And the defined proportion gets deviated during placement. Also, the norm says 70% placements needs to be take place following defined proportions of SC/ST/OBC and other categories. If there is a deviation on the category wise placement with unavoidable problem. The whole batch is counted out. These deviations are not considered by RSLDC. The RSLDC follows only their Standard Operation Procedures (SoP) and do not deviates a bit from that.[18]

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